

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

8 JUNE 2016

REPORT OF THE CORPORATE DIRECTOR OPERATIONAL AND PARTNERSHIP SERVICES

PAY POLICY STATEMENT – UPDATE 2016/17

1. Purpose of Report.

- 1.1.1 This report confirms that the Council is meeting its legal obligation following the Localism Act 2011.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities.

- 2.1 None.

3. Background.

- 3.1 The Localism Act 2011 requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement beginning 2012/13 and for each financial year thereafter.
- 3.2 Council has already fulfilled its obligations, as required by Section 39(1) Localism Act 2011, and the first Pay Policy Statement came into effect on 1st April 2012 with the subsequent Pay Policy Statements being published on 1st April 2013, 13th November 2013, 17th September 2014, 1st April 2015 and 17th February 2016.

4. Current situation / proposal.

- 4.1 The updated Pay Policy Statement for Council's consideration for the year 2016/17 is attached as Appendix A.
- 4.2 This Pay Policy Statement is fully compliant with the Localism Act 2011.
- 4.3 Agreement has been reached in respect of the pay negotiations for:
- 4.3.1 Chief Executives which offer a 1% rise as of 01.04.16 and a further 1% rise as of 01.14.17
- 4.3.2 Chief Officers which offers a 1% rise as of 01.04.16 and a further 1% rise as of 01.14.17
- 4.4 [Both 4.4 and 4.5 have been referred to and approved by the Independent Review Panel].

4.5 The NJC negotiations concluded in May 2016 with agreement from Unison and GMB but not with agreement from Unite. The offer is a two year deal and will be implemented in two parts. A 1% increase as of 01.04.16 and a further 1% increase as of 01.04.17.

4.6 The current Redundancy and Redeployment policy is attached to the Pay Policy Statement as required.

5. Effect upon Policy Framework & Procedure Rules.

5.1 None.

6. Equality Impact Assessment

6.1 An Initial Screening Equality Impact Assessment has been undertaken which indicates that the proposed Pay Policy Statement will positively assist in the delivery of the Council's equality duties.

7. Financial Implications.

7.1 There are no financial implications arising from the recommendations in this report.

8. Recommendation.

8.1 Council is requested to approve the updated Pay Policy Statement as attached as Appendix A.

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Corporate Director Operational & Partnership Services
20/05/16

Background documents: None

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